

**MEMORANDUM OF AGREEMENT**

**Between**

**The University of Connecticut Health Center Board of Directors (UCHC)**

**And**

**UCHC – American Association of University Professors (UCHC-AAUP)**

1. In the non-economic reopener Memorandum of Agreement (MOA) entered into between the parties on or about August 25, 2015 the parties agreed, with certain exceptions, to initial appointments and reappointments being for a “minimum of two years” for in-residence faculty. The parties also agreed that whenever possible the appointment end dates of all in-residence faculty appointments “shall be based on fiscal years.” In order to give meaning to both of these concepts, the parties agreed that further clarification was needed and therefore enter into this MOA.
2. The parties agree that if the initial appointment start date occurs on or between July 1 and September 30, the faculty member shall have an appointment period of between twenty-one (21) and twenty-four (24) months duration to end with the conclusion of a fiscal year on June 30. Faculty members whose start date is on or between January 1 and June 30 shall have an initial appointment period of between twenty-four (24) and thirty (30) months duration to end with the conclusion of a fiscal year on June 30. Faculty members whose start date occurs on or between October 1 and December 31 shall only have an initial appointment period of between eighteen (18) and twenty-one (21) months duration to end with the conclusion of a fiscal year on June 30. If faculty members hired between October 1 and December 31 are non-renewed, their separation date will occur no earlier than twenty-four (24) months from their date of hire, unless the affected member requests less notice.
3. Nothing in this MOA precludes the Health Center from offering initial appointment terms for longer than two years, consistent with the FY cycle. In addition, this MOA is not intended to modify the timelines or process by which faculty members in their probationary period are noticed for termination.
4. In the event the actual start date of an in-residence faculty is delayed, the appointment end date as stated in the original, accepted offer letter will remain in effect even if the result is an initial appointment term of less than 18 months.

Christine Cieplinski (signed)

Diomedes Tsitouras (signed)

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For UCHC

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For AAUP

11/3/2015

11/2/2015

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Date

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Date